

S E C R E T

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28 January 1970

MEMORANDUM FOR THE RECORD

SUBJECT: Driver Recruitment - Selection Process

1. The following are the steps, in chronological order, that will be taken by the persons indicated during the first stage; i.e., the selection process, of the recruitment of Driver Pilots for the Idealist Program:

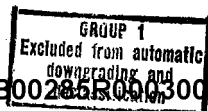
- a. Establish criteria for driver selection - AMS, OPS, and PD from Project Hdqts. and a representative from OPS []
- b. Formalize request in writing to [] listing criteria from above and specifying minimum of 12 files for OSA review.
- c. Upon receiving files mentioned above, OPS will screen to cull out the obvious rejects and to rank the remaining.
- d. AMS will request the Surgeon General's Office to obtain the medical files on those candidates considered to be acceptable by the above OPS exercise. At a joint meeting AMS and the Surgeon General's Office will screen out any unqualified candidates and considering the above ranking they will then narrow the number of candidates to a maximum of six.
- e. PD will request that the remaining six candidates be issued AF orders to report for a special medical examination (astronaut type) at Brook's AFB lasting one full week. These same orders will also include a four to five day TDY to Washington, D. C. for psychological and psychiatric assessment and evaluation

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by Agency specialists. The Flight Surgeon [] and a representative from AFSCO will also be invited to participate in this exercise.

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AMS will request that the Surgeon General's Office coordinate with [] [] and arrange for special handling on the Brook's AFB medical examination appointments.

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- f. Candidates will TDY to D.C. for the above mentioned psychological and psychiatric testing. PD will arrange for appropriate accommodations and testing site etc. As part of this evaluation exercise an informal social evening will be arranged to be attended by the candidates, the OMS/PSS psychologists and psychiatrists, AMS, and PD.

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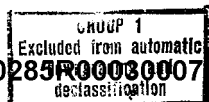
- g. In the interest of assuring that the wives of the candidates are adaptable to this type life, arrangements will be made at a place to be determined, probably in their home environment, for them to undergo psychological interviews.

- h. Evaluation and Selection Meeting. The purpose of this meeting is to evaluate all the pertinent material accumulated to date on the candidates and to narrow the number to a maximum of six in ranked order. The participants will be AMS, PD, the psychologists, the psychiatrists, a representative from the Surgeon General's Office, and the opinion of the Flight Surgeon []

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- i. PD will request the Office of Security to conduct a security clearance on the remaining candidates.

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- j. Upon notification by the Office of Security that clearance has been completed on the candidates, four of the remaining candidates will be invited to Hdqts. for the final recruitment pitch by the Director's Recruitment Panel. Using the ranking in para 8 above each in order will be advised of the program and the name of their prospective employer and given a chance to accept or reject the proposition until OSA's requirement of two drivers is met. Those who reject the offer will sign a security agreement and be released. Those, if any, who do not undergo a "pitch" interview will be released to return to their home base. They will be regarded as candidates for the next Requirement. The accepted candidates will be scheduled for suit fittings and returned to their home base to await further instructions.

The Director's Recruitment Panel will consist of:

D/SA
DD/SA
D/OPS
AFRDRP Representative
Major Mize (Randolph AFB)
AMS
PD
SS

- k. The final step in the selection process is the presentation of the qualifications of the prospective drivers to the Overflight Review Panel for their review. The Panel in turn advises the DDS&T of their findings which if favorable permits the continuation of the employment processing of the selected candidates.

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DONALD H. ROSS
Brigadier General, USAF
Director of Special Activities

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